

**Maryland State Rehabilitation Council  
Workforce & Technology Center  
November 16, 2016**

**Members – Present:**

Jeff Moran, Chair  
Anil Lewis, Co-Chair  
Sue Page  
Josie Thomas  
Tom Lavery  
Marsha Legg  
Jani Willis  
Cindy LaBon  
Chris Conklin  
Joe Barrett  
Will Stocker  
Katja Fort-Rhoden  
Michael Whitehill

**Members Unable to Attend:**

Christy Stuart  
Barry Shaw  
Zosia Zaks

**DORS Liaisons to Council:**

Donna Lettow, Policy and Planning  
Kim Schultz, Policy and Planning  
Jean Jackson, Employment Committee

**Guests:**

Jo Anne Materkowski, DORS – OFS Director  
Toni March, DORS – OBVS Director  
Jill Pierce, Staff Specialist, Transitioning and Supported Employment

**Candidates for Membership in Attendance:**

Sue Schaffer

**Support Staff for Council:**

John Stem  
Sandy Bowser

**Introduction and Approval of Minutes:**

Anil Lewis, Co-Chair welcomed guests and members to the Council meeting and asked that everyone introduce themselves. The minutes from the September 14, 2016 meeting were approved as written.

Introductions were made to new DORS Staff – Toni March, OBVS Director and John Stem, Policy and Planning/Quality Assurance Program Manager. The Council extended a warm welcome and congratulations to both Toni and John.

**Special Guest – Jill Pierce – Staff Specialist, Transitioning and Supported Employment:**

Topic: Pre-Employment Update

Jill presented on the major changes that were made to Pre-Employment Transitioning Students.

**Final Regulations:**

◇Students with disabilities has been expanded to include other approved educational programs still within the qualifying age of 22.

◇Students placed in delayed status prior to receiving Pre-ETS will be required to wait for Pre-ETS until they are removed from the waiting list.

◇School systems may provide the Pre-ETS Fact Sheet to students re: Pre-ETS and may refer students who are interested in receiving services. Other interested parties may also refer students to DORS for Pre-ETS.

◇Pre-Employment Transition Services Student Information Form (this will be posted on the DORS website).

◇There is a greater emphasis placed on counselor participation in IEP meetings as an outreach activity (when invited and available).

◇Discussion of services to take place in-person at an agreed-upon location or by telephone.

◇Documentation collected to Qualify for Pre-ETS, and scanned/attached in AWARE.

Eligibility determination is NOT drafted, and supervisory review/approval is not required.

◇AWARE Pre-ETS cases are handled in application status and case flow is tracked using Special Program Indicators.

◇Qualification and Agreement may be completed at the same time.

The primary purpose of Pre-Employment Transition Services provided or coordinated by the Division, in collaboration with education and community partners, is to help students begin to identify career interests and to learn skills in preparation for transition to employment and/or post-secondary education.

Pre-Employment Transition Services may be provided in a group or generalized classroom setting and/or an individual setting and shall include only the five core activities listed below:

- Instruction in Self-Advocacy
- Workplace Readiness Training
- Job Exploration Counseling
- Counseling on Opportunities for Enrollment in Comprehensive Transition or Post-Secondary Education Program
- Work-Based Learning Experiences

DORS Policy will provide examples of each of the 5 core activities.

InDORS will be updated to include a complete listing of Pre-ETS providers in each region.

DORS is working with the providers to ensure that the 5 core activities are being provided.

#### Future Plans for Pre-ETS:

- Provide additional guidance re: information recently received from CSAVR Fall Conference re: excluded services.
- Pre-ETS Fact Sheet with consent form attached for school system use.
- Pre-ETS forms/fact sheets in additional languages.
- Updated website.
- Updated counselor toolkit for transitions.
- List of Pre-ETS available by region.
- On-going improvement and feedback.

Training has been provided to DORS staff on these Final Regulations.

Anil Lewis would like to participate in the Pre-ETS training for students in the Office of Blindness & Vision Services department.

Josie Thomas and The Parents Place of Maryland would like to work with the Pre-ETS group to develop materials, resources, and training for parents.

Please direct any questions to Jill Pierce, Staff Specialist of Transition and Supported Employment Services – 410-554-9109 [jill.pierce@maryland.gov](mailto:jill.pierce@maryland.gov).

#### **Chairperson Report - Jeff Moran**

Legislative Event – February

Jeff suggested organizing a different type of legislative event by mixing things up and possibly hosting a breakfast inviting the legislators. Discussion was held on this possibility but realization set in that it would be too costly. The SRC decided to keep the venue as last year and visit their delegates/senators for scheduled meetings in the morning with the full Council meeting to follow in the afternoon.

Anil suggested inviting the legislators to a briefing before the scheduled meetings to discuss the role of the SRC, Pre-ETS changes, etc. The SRC agreed that this is a great idea. The Legislative Committee (Sue, John, Jeff, Anil, Josie, Kim, Donna) will meet by teleconference to work on this plan. Kim and Donna will work on the talking points and statistical information on DORS.

Information will be broken down by district/zip code:

How many consumers on the waiting list

How many consumers served

Outcomes

Type of services provided

Success stories by region/zip code

The Legislative List will be updated and forwarded to all SRC Members in order for them to reach out to their delegates/senators before the February event.

MSRC

Nov 16, 2016

Once the February Legislative Event date is set, all SRC members will be notified.

### **Director's Report – Sue Page**

Discussion was held at length regarding the new changes to WIOA.

MD Works held their Annual Employment Awards luncheon in November - The Panel Discussion consisted of different agencies - DORS, Developmental Disabilities Administration, Behavioral Health Administration and The League Center and centered around our need to develop good relationships, partner and collaborate together in order to provide a variety of services for our different and common consumers.

WIOA - Emphasize working with individuals with disabilities to maximize their employment to assist them in becoming economically self-sufficient, independent and inclusive and integrated in society.

Pre-Employment Transition Services is one big change WIOA made to the Rehabilitation Act.

WIOA emphasizes the achievement of individuals with disabilities in competitive, integrated employment and has provided additional information on what needs to be done in order to help these individuals reach their goal.

Competitive Integrated Employment is broken into 3 components

1. Competitive – individuals with disabilities should earn at least minimum wage at the state level or the local level.
2. Location of Individuals Employment – Typically found in the community and the employee with disabilities performs duties of their position with other employees either in their work unit or the entire work site working with other employees who are not individuals with disabilities. This does not include supervisor personnel.
3. Employment Opportunities - for advancement that are similar to those of other employees who are not individuals with disabilities and who have similar positions.

It is important for DORS and the MSRC to work together to develop a plan on how to implement these 3 new WIOA components.

The Equal Employment Act was passed in Maryland in 2016 which phases out sub-minimum wage. By 2020 all Sheltered Workshops will come to an end. Several providers in Maryland have begun to make the transition to phase out sub-minimum wage.

DORS is in the process of scheduling a meeting with DDA, Department of Disabilities, other state agencies and organizations that currently hold 14-c certificates. The discussion will be based on how many employees are currently working and receiving sub-minimum wage; how these agencies will implement the sub-minimum wage phase-out, and the steps they are taking to ensure that the individuals who currently receive sub-minimum will be paid.

MRA/DORS Training Conference – 350 people attended this conference. There was a good turn-out by our labor workforce partners.

CSAVR Fall Conference – WIOA changes, Pre-ETS, Section 511, Performance Accountability, Services to Business in the One Stop Delivery System and Infrastructure costs were all discussed at CSAVR.

Fiscal Year 2017 Budget & Staffing – DORS is in a holding pattern. Our budget has been received from RSA. We are in a continuing resolution until December 9<sup>th</sup>. There is a deficit in the state revenues; hopefully this will not affect DORS.

Staffing – last year DORS lost eight vacancies – four from VR and four from DDS. There is no news of staff reduction for 2017 as of now.

DORS Wait List – Over 3,800 – two years

#### **Committee Reports:**

##### **Public Relations and Quality Assurance – Jeff Moran**

Jeff and John have a teleconference scheduled for November 21<sup>st</sup> to discuss the Consumer Satisfaction Survey; the full committee will meet shortly after.

DORS is required to publish the Sub-Committee meeting dates on the website. The Chairs of the committee's should email Sandy with their dates in or order to be published.

##### **Membership – Anil Lewis**

Anil will contact some of the Greater Baltimore Leadership groups to see if they are interested in serving on the MSRC committee.

##### **Blindness and Vision Services – Anil Lewis**

Anil and Sue are in the process of reaching out to the committee members to set-up a calendar for the 2017 meeting dates. They are also discussing the possibility of meeting in different locations as opposed to WTC. Anil would like to reach out to OBVS consumers to possibly participate in the Blindness and Vision Services sub-committee. Toni March will also become a part of this committee.

##### **Policy and Planning – Tom Laverty**

WIOA is the main focus. Josie Thomas is a new member to the Policy and Planning committee.

#### **Council Sharing**

Anil would like to commend DORS for the well-attended turn-out at the Maryland Rehabilitation Conference.

Work is being done under a grant that is administered from the Maryland Department of Disabilities. There is a non-visual accessibility initiative. Donna Lettow has attended some of the accessibility boutiques. This will be taken “on the road”. WTC is a possible site to host a showing. This is free and open to the public.

**New Council Business:**

The Legislative Event will be held on February 24<sup>th</sup> in Annapolis. The next full-council meeting will be held on May 10<sup>th</sup> at the Workforce & Technology Center.